

IPS Cultural Audit: Process and Implementation

By

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Indianapolis Public Schools Cultural Audit Task Force

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Indianapolis Public Schools Cultural Audit Task Force

Support Members

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Li-Yen Johnson, Assistant Superintendent, IPS Elementary Education

John Airola, Director, IPS Elementary Education

Rick Peters, Director, IPS Research and Evaluation

Al Wolting, President, IEA

Madora Lewis, Director, IPS Student Services

Dr. Khaula Murtadha, Executive Dean, IU School of Education, Indianapolis

HISTORICAL PERSPECTIVES ON CULTURAL COMPETENCY

Cultural Competency Legislation

Effective July 1, 2004

- **CULTURAL COMPETENCY IN EDUCATIONAL ENVIRONMENTS**
- **GUIDELINES FOR TEACHER TRAINING**
- **DEVELOPMENT OF MATERIALS CONCERNING CULTURAL COMPETENCY**
- **CULTURAL COMPETENCY COMPONENT OF SCHOOL PLAN**

Cultural Competency Legislation

- State Application

NCATE

IPLA

- National Trends

School Responses to Legislation On Cultural Competency

- Becoming a culturally competent school
- Benefits of a culturally competent school
- School cultural audit

Indianapolis Public Schools 2005-2010 Strategic Plan

- **Goal:** IPS will increase student achievement and eliminate achievement gaps



Diversity

- “We honor and respect the diversity of students, educators and community as we seek common educational goals. We offer a variety of learning opportunities and choices that meet the learning goals we have for all students and the larger community. We encourage creativity to meet common and individuals goals. We commit to providing students with experiences that will help them be successful in a global society.”

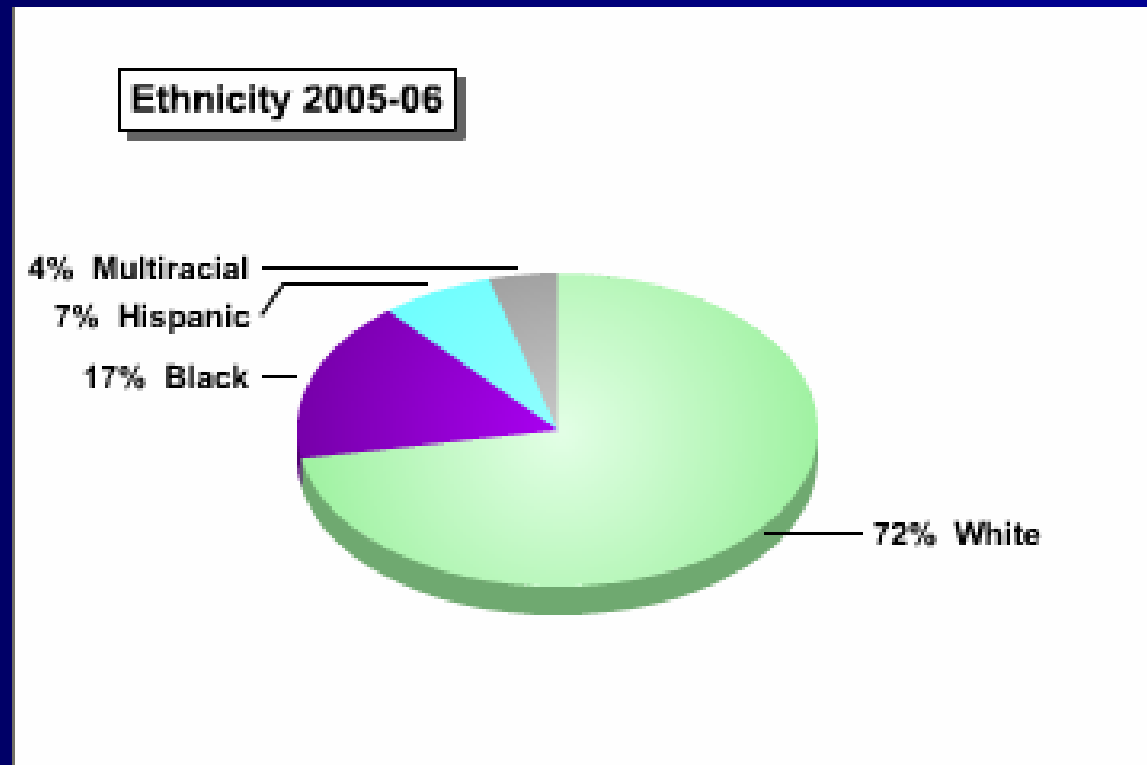
Students will benefit when:

- “teachers design daily lessons that infuse cultural content, themes, and perspectives and demonstrate sensitivity to diversity”
- “each school hires a paid parent-community liaison who is trained in cultural competence”

Daniel Webster Elementary School IPS 46

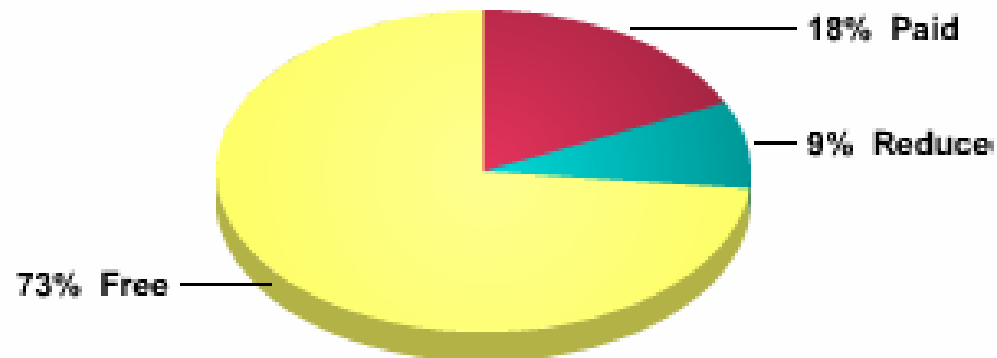
Cultural Competency Pilot Study
Site

Daniel Webster Elementary School Student Demographics



Daniel Webster Elementary School Student Demographics

Free Lunch 2005-06 (Preliminary)



Daniel Webster Elementary School

Cultural Audit Stakeholders

- Administrator
- Classroom Teachers/Support Staff
- Students
- Parents/Guardians
- Community Members

Cultural Audit Strategic Plan

- Meetings held with the Principal of Daniel Webster
- Acquire approval from the administration of the Indianapolis Public School system
- Assemble Cultural Audit Task Force
- Acquire teacher support through SBDM committee at Daniel Webster
- Communicate with Teacher Union representatives
- Develop cultural audit assessment tools
- Implement established timeline for cultural audit

Cultural Audit Proposed Time Line

- **Oct. 25** **Distribute of Parent Survey**
- **Nov. 1** **Distribute Intercultural Development Inventory (IDI) to staff**
 Distribute staff surveys
- **Nov. 8** **Collect Certified and Classified Surveys**
- **Dec. 5** **Training for Focus Groups**
- **Dec. 6** **Interview Focus Groups**
- **Jan. 22-23** **Walkthrough Training**
- **January 25 & 26** **Walkthroughs**
- **Mar. 21** **Feedback on IDI, Surveys. Walkthroughs and Focus Groups**
 Final report with recommendations

“The greatest distance between man is not space...the greatest distance between people is culture.”

Jamake Highwater, Native American choreographer, author, and lecturer

Cultural Audit Quantitative Assessment Tools

- Intercultural Development Inventory (IDI)
- Administrator Survey
- Certified and Classified Staff Survey
- Parent/Guardian Survey

Cultural Audit Assessment Tool

IDI Description

- Development Model of Intercultural Sensitivity (DMIS)
- Measures people's basic orientations toward cultural difference.
- 50-item paper and pencil self-assessment test
- Validity
- Reliability
- Generates individual and group profiles on how individuals construe their social world in terms of dealing with cultural differences

Cultural Audit Assessment Tool

IDI Purposes

- Understand
- Increase self-awareness
- Increase organizational
- Evaluate
- Improve
- Decide
- Prepare
- Identify

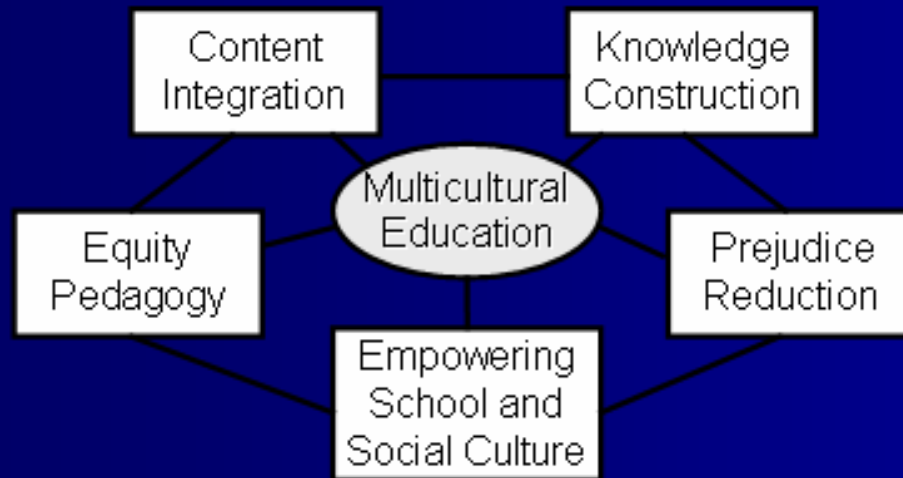
Developmental Responses to Cultural Difference

- Milton Bennett's Developmental Model of Intercultural Sensitivity (DMIS)

Ethnocentric			Ethnorelative		
Denial	Defense	Minimization	Acceptance	Adaptation	Integration
Experience of Difference					

Classroom Equity and Multicultural Thinking

- James Banks' Dimensions of Multicultural Education



Promoting Multicultural Thinking

Milton Bennett's Developmental Model/ James Banks' Dimensions of Multicultural Education

Ethnocentric			Ethnorelative		
Denial	Defense	Minimization	Acceptance	Adaptation	Integration

Knowledge
Construction

Content
Integration

Equity
Pedagogy

Prejudice
Reduction

Empowering School
& Social Culture

Cultural Audit Surveys

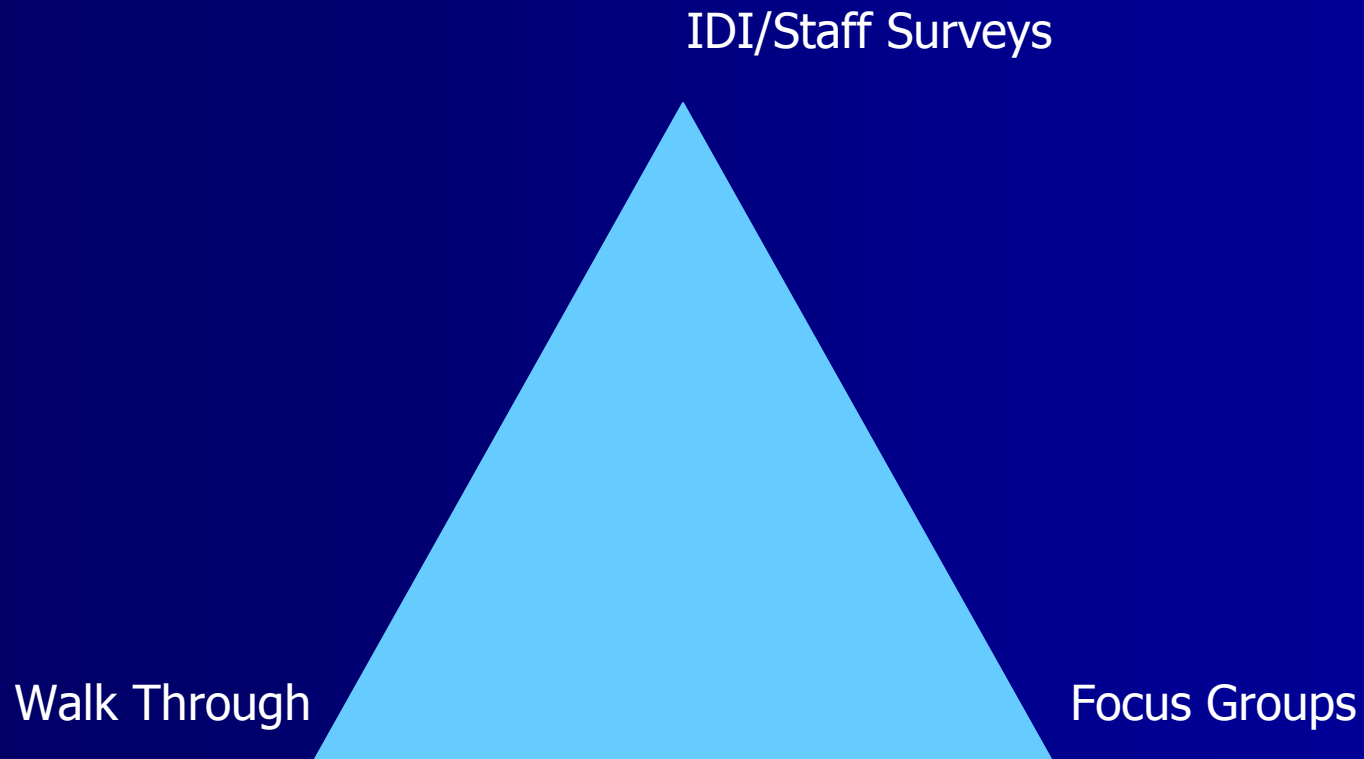
Administrator, Certified and Classified Staff, Parent/Guardian

- Based on Existing Surveys/Inventories
- Generated a List of Survey items
- Placed Survey Items Into Subcategories
- Reviewed by "Expert Panel"
- Selected "Best" Items

“Persistent achievement gaps by race and class in U.S. public schools are educationally and ethically deplorable and thus need to be eliminated”.

Skrla, Scheurich, Garcia, and Nolly, 2004

Cultural Audit Qualitative Assessment Tools



Focus Groups

Four groups including parents, non-certified staff, certified staff, students, and eight focus group facilitators.

- Perceived Strengths
- Perceived Weaknesses
- Consensus
- Conflicts

Sample Focus Questions

Administration

- Please explain efforts to recruit and retain employees from diverse backgrounds.

Certified and Classified Staff

- Please explain how curriculum reflects sensitivity in meeting the needs of a diverse student population.

Parent/Guardian

- Please explain how the administration, staff, and/or school demonstrate respect of cultural norms.

Walkthrough & Document Review

Twelve walk through evaluators to evaluate the six audit areas...

1. School Governance
2. Curriculum and Instruction
3. Professional Development
4. Family and Community Partnerships
5. School Climate
6. Assessment

Walkthrough & Document Review

Gathering Evidence

- Lesson Plans/Unit Plans
- AYP
- NCLB
- Suspension/Detention Records
- Grade Books
- ISTEP Analysis
- Parent Meeting Minutes
- School Program Minutes
- Climate Audit

Walk Through & Document Review

- Curriculum
- School/Class Demographics related to Equity
- Audio/Visual Materials
- Books
- Instructional Materials
- Resource Materials
- Activity Plans
- Field Trips
- Professional Development Records



“For the first time ever, we are looking ourselves in the mirror and holding ourselves accountable for every child. That means all children, no matter their race or income level or zip code.”

Margaret Spellings, Secretary of Education